



# NCO THINK TANK



**WHAT:** Create an ad-hoc forum of NCOs to formally evaluate and study topics of concern and propose solutions. This forum provides a generational and cross-functional insight to a myriad of command-level issues and challenges. It also develops and fosters an open climate of participation, innovation, and buy-in at some of the most critical levels of the unit.

**WHY:** This forum will allow NCO ownership of the process, and enable them to share their thoughts and recommendations with strategic decision makers. It gives the junior enlisted a voice in the command. It also encourages mentorship with senior leaders, and provides members an opportunity to develop briefing skills in a formal AF setting. Additionally it gives the commander junior NCO-level perspective and buy-in.

## HOW: (RECOMMENDED STEPS)

1. Choose appropriate topic(s) (e.g., Improper Relationships, Misuse of Social Media, Define Airmen's time, etc.)
  - a. Topics should be one for which an NCO perspective would be relevant
  - b. Designate outbrief suspense
  - c. Announce efforts at Commander's Call
2. Select 10 to 14 NCOs (E5-E6)
  - a. May be a competitive, volunteer or nominee process
  - b. Team should consist of varied AFSCs
3. Rules of Engagement
  - a. Team should work independently to research, study & propose solutions to topic
  - b. Team should conduct weekly meetings over a one to two month period
  - c. Team should choose a leader who will be responsible for the outbrief
  - d. Have lively discussions, challenge each other and keep the big picture in mind
  - e. Team leader conducting outbrief should direct questions asked by leadership to the other team members to allow all members participation/inclusion during outbrief
4. Assign a senior mentor (1<sup>st</sup> Sgt or SMSgt)
  - a. This person will not influence the decisions/recommendations or lead the group
  - b. This mentor will act as an advisor only, and does not attend every meeting session
  - c. They'll provide advice as needed, and assist team's communication with senior leaders
5. Outbrief
  - a. At commander's discretion, share briefing at the Group and/or Wing level (or higher)
  - b. As appropriate, commander will act on the recommendations
  - c. Implement some portion of the solutions to enable team to see tangible outcome of their recommendations